	ognos Cost & Performance Software icensing - as of August 18, 2008				Application fo	or which acce	ess is required	i	
Last Name	First Name	Region \WO		View/analyze Cost and Performance Data	Enter/ Review Performance Data (targets & actuals) - Operational Plan	Enter/Review SES Performance Plan	Refuges Report Viewer (8 provided by DCPM)	Refuges Purchased	Other/Temp License
Licensees by Regions & Programs				Business Author/ Analysis Studio	Enterprise Planning	tbd			

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					0	1 01 7			
	Region 1								
Ballard	Tina	R1	ABA		х				
Connolly	Sean	R1	Fisheries	х	х				
Drescher	David	R1	NWRS		R		х		
Eidemiller	Mark	R1	RD - HR			x			
Fodge	Patricia	R1	Ecological Services	Х	х				
Frechen	Paula	R1	ABA	х					
Lambert	Dale K	R1	NWRS		R			R	
Mckay	Chris	R1	MBSP	x	х				
Morrison	Hugh	R1	ABA	x	х				
Sheppard	Cathy	R1	NWRS	x	х				
Thompson	Pat	R1	RD - HR			х			
Vacant - vice Harmon		R1	ABA	х					

Cognos Cos	st & Perforn	nance	Software		·		·	•		
Licensing -	as of Augus	st 18, 2	008	Application for which access is required						
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Licensees by Regions & Programs				Business Author/ Analysis Studio	Enterprise Planning	tbd				

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	Region 2							
Ahn	Jae	R2	Fisheries		В			
Botnick	Chris	R2	Ecological Services	х	х			
Braden	Terri	R2	B&F	x	В	х		
Esslinger	Greg	R2	Mig Birds		В			
Johnson	Joyce	R2	MBSP			х		
Jones	Todd	R2	RDs Office			х		
Moralez	Debbie	R2	B&F	x	х			
Murphy	Mary	R2	MBSP	х	х			
Namminga	Harold	R2	State Programs		В			
Pence	Quincy	R2	Fisheries	х	х			
Plagge	Patti	R2	NWRS	х	R		х	
Sanchez	Vanessa	R2	Ecological Services		В			
Wigen	Roxann	R2	B&F	Р	X			
Yazzie	David	R2	B&F	x		х		
Zanger	Donna	R2	NWRS		В			

Cognos Co	st & Perforn	nance	Software				·				
Licensing -	as of Augus	st 18, 2	008		Application for which access is required						
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Licensees by Regions & Programs			Business Author/ Analysis Studio	Enterprise Planning	tbd						

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				-	<u> </u>	. 0.,		
	Region 3							
Andersen	Bill	R3	ABA	х	В	х		
Bruesewitz	Robert	R3	NWRS	x	R			
Hansen	Robert	R3	ABA	х	х	х		
Holm	Jason	R3	EA		х			
Jelinek	Pat	R3	RD Office			х		
Kucera	Linda	R3	NWRS			х		
Kuznia	Ken	R3	State Programs	Р	В			
Marsan	Sean	R3	Ecological Services	x	х			
Martinez	Gina	R3	B&F	Р		x		
Mercado	Jason	R3	MigBirds	x	х			
Miller	Robert	R3	NWRS	Р	R		х	
Radloff	David	R3	Fisheries		В			
Schuldt	Rick	R3	Fisheries	x	х			
West	Jane	R3	MigBirds	х		x		
Worrells	Pam	R3	B&F	Р		х		

Cognos Co	st & Perforn	nance	Software				·				
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Licensees by Regions & Programs			Business Author/ Analysis Studio	Enterprise Planning	tbd						

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	Region 4								
Arnold	Jack	R4	Ecological Services	х	х				
Buskirk	Ed	R4	B&F	x	х	х			
Collier	Joan	R4	NWRS		В	х		R	
Cook	Dwayne	R4	B&F	х	В				
Demarest	Dean	R4	MBSP		В				
Horton	Pam	R4	NWRS	х	R		х		
Jones	Buddy (Lawrence)	R4	MBSP	х	х				
McClurg	Kimberly	R4	NWRS		R				
Parrish	Jackie	R4	B&F	х	х	х			
Purdy	Wanda	R4	B&F	P pending	x				
Shaw	Pam	R4	Fisheries	x	x				
Troxel	Jay	R4	Fisheries	P pending	В				
Weller	Jeff	R4	Ecological Services		В				

Cognos Cos	st & Perforn	nance	Software				-				
Licensing -	as of Augus	st 18, 2	8008		Application for which access is required						
Last Name	First Name	Region \WO	Program/ Office	View/analyze Cost and Performance Data	Enter/ Review Performance Data (targets & actuals) - Operational Plan	Enter/Review SES Performance Plan	Refuges Report Viewer (8 provided by DCPM)	Refuges Purchased Analysis Studio (NWRS HQ Purchase of 20 in 6/06)	Other/Temp License		
Licensees by Regions & Programs				Business Author/ Analysis Studio	Enterprise Planning	tbd					

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	Region 5								
Bennett	Rick	R5	Director's Office			х			
Chang	Henry	R5	Ecological Services	х	х				
Collette	Alan	R5	B&F	х	х	х			
Comish	Dawn	R5	B&F	х		х			
Divico	Danny	R5	MBSP		x				
Herzig	Phillip	R5	Fisheries	х	х				
Kuzmeskus	Dan	R5	Fisheries	х	В				
Meagher	Mike	R5	RD - HR			х			
Momot	Jeff	R5	NWRS	х	R				
Nolan	Chris	R5	B&F	х	В	х			
Pence	Diane	R5	MBSP		В				
Sauer	John C.	R5	NWRS		R	x	x	R	
Weber	Wendi	R5	Director's Office		х	х			

			S Cognos Softw	vare Licens	e Holders (	and Licens	e Requests	<u> </u>	
Cognos Co									
Licensing -	as of Augus	st 18, 2	2008		Application for	or which acce	ess is required	d	
Last Name	First Name	Region \WO	Program/ Office	View/analyze Cost and Performance Data Business	Enter/ Review Performance Data (targets & actuals) - Operational Plan	Enter/Review SES Performance Plan	Refuges Report Viewer (8 provided by DCPM)	Refuges Purchased Analysis Studio (NWRS HQ Purchase of 20 in 6/06)	Other/Temp License
Lice	ensees by Regi	ons & Pr	ograms	Author/ Analysis Studio	Planning	tbd	= program purcha	sed, B = backup	
Temporary R5 C	hesapeake Bay F	Pilot Licer	Isees	for EP, P Pendin	g= license issued	pending paymen	t .	· · · · · · · · · · · · · · · · · · ·	
Spells	Albert	R5	Gloucester FRO / Virginia Fisheries Coordinator						X
Knudsen	Brad	R5	Patuxent Research Refuge						X
Gatenby	Catherine	R5	White Sulphur Springs NFH						x
Densmore	David	R5	Pennsylvania ES Field Office						х
Stilwell	David	R5	New York ES Field Office						х
Pence	Diane	R5	Division of Migratory Birds (RO)						х
Weiler	Greg	R5	Potomac River NWR Complex						х
Gieger	James	R5	ARD - Fisheries						х
Coll	John	R5	Lamar Fish Health Center						х
Wolflin	John	R5	Chesapeake Bay						х
McCauley	Joseph	R5	Eastern Virginia Rivers NWR Complex						х
Mayne	Karen	R5	Virginia ES Field Office						х
Miller	Larry	R5	Mid-Atlantic FRO						х
Miranda-Castro	Leopoldo	R5	Chesapeake Bay ES Field Office						x
Odom	Michael	R5	Harrison Lake NFH						х

			S Cognos Softw	vare Licens	e Holders (	and Licens	e Requests	5)			
Cognos Co	st & Perforn	nance	Software								
Licensing -	as of Augus	st 18, 2	2008		Application for	or which acce	ess is required	d			
Last Name	First Name	Region \WO	Program/ Office								
Lice	ensees by Regio	ons & Pr	ograms	Business Author/ Analysis Studio	Enterprise Planning	tbd					
						HQ purchased, P pending paymen	= program purcha t	sed, B = backup			
Millard	Mike	R5	Lamar NFH & Northeast Fishery Center						х		
Thabault	Mike	R5	ARD - Ecological Services						х		
Bennett	Rick	R5	Regional Scientist						х		
Morgan	Sharon	R5	ARD - Migratory Birds & State Programs						х		
Minkkinen	Steve	R5	Maryland FRO						x		
Baird	Suzanne	R5	Chesapeake Marshlands NWR Complex						x		
Chapman	Thomas	R5	West Virginia ES Field Office						x		
Leger	Tony	R5	Regional Chief - Refuges						х		

Cognos Cos	st & Perforn	nance	Software				-		
Licensing -	as of Augus	st 18, 2	800		Application for	or which acce	ess is required	k	
Last Name	First Name	Region \WO	Program/ Office	View/analyze Cost and Performance Data	Enter/ Review Performance Data (targets & actuals) - Operational Plan	Enter/Review SES Performance Plan	Refuges Report Viewer (8 provided by DCPM)	Refuges Purchased Analysis Studio (NWRS HQ Purchase of 20 in 6/06)	Other/Temp License
Lice	ensees by Regio	ograms	Business Author/ Analysis Studio	Enterprise Planning	tbd				

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	Region 6								
Bates	Theresa	R6	MBSP	х	х				
Dennis	Jean	R6	NWRS	Р					
Dobrinsky	Tina	R6	NWRS		R			R	
Dubovsky	James	R6	MBSP		В		1		
Elmer	Morgan	R6	Fisheries		В				
Fahey	Bridget	R6	Ecological Services - ESA		х				
Gamble	Larry	R6	Ecological Services - HC/ EC		х				
Johnson	Heather	R6	Ecological Services - Prtnrs		х				
Kenley	Karen	R6	NWRS	Р					
Linehan	David	R6	NWRS				х		
Reimer	Susan	R6	NWRS	Р					
Seitz	Michele	R6	Ecological Services	х					
Shafer	Linda	R6	B&F	х	В				
Smart	Pam	R6	NWRS	х					
Tilden	Vicki	R6	Fisheries	x	х				
Willis	Cathy	R6	ABA	х	х	x			

Cognos Co	st & Perforn	nance	Software				·			
Licensing -	as of Augus	st 18, 2	008		Application for	or which acce	ess is required	k		
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					, ,,			
Region 7								
Susan	R7	NWRS	х	R				
Karie	R7	Office of Subsistence	х					
Ann	R7	Fisheries/Ecological Services	х	х				
Leisa	R7	B&F	х	х	х			
Tracy	R7	NWRS		R		х		
	R7	B&F	х	В	х			
Steve	R7	Fisheries		В				
Debora	R7	ABA	х	х	х			
Stephanie	R7	NWRS		В				
Maribel	R7	MBSP	х	х				
June	R7	MBSP		В			1	
	Susan  Karie  Ann  Leisa  Tracy  Steve  Debora  Stephanie  Maribel	Susan         R7           Karie         R7           Ann         R7           Leisa         R7           Tracy         R7           Steve         R7           Debora         R7           Stephanie         R7           Maribel         R7	SusanR7NWRSKarieR7Office of SubsistenceAnnR7Fisheries/Ecological ServicesLeisaR7B&FTracyR7NWRSR7B&FSteveR7FisheriesDeboraR7ABAStephanieR7MBSP	SusanR7NWRSxKarieR7Office of SubsistencexAnnR7Fisheries/Ecological ServicesxLeisaR7B&FxTracyR7NWRSR7B&FxSteveR7FisheriesDeboraR7ABAxStephanieR7NWRSMaribelR7MBSPx	Susan         R7         NWRS         x         R           Karie         R7         Office of Subsistence         x         x           Ann         R7         Fisheries/Ecological Services         x         x           Leisa         R7         B&F         x         x           Tracy         R7         NWRS         R         R           Steve         R7         Fisheries         B           Debora         R7         ABA         x         x           Stephanie         R7         NWRS         B           Maribel         R7         MBSP         x         x	Susan         R7         NWRS         x         R           Karie         R7         Office of Subsistence         x         x           Ann         R7         Fisheries/Ecological Services         x         x         x           Leisa         R7         B&F         x         x         x           Tracy         R7         NWRS         R         R           Steve         R7         Fisheries         B         x           Debora         R7         ABA         x         x         x           Stephanie         R7         NWRS         B         Maribel         R7         MBSP         x         x	Susan         R7         NWRS         x         R           Karie         R7         Office of Subsistence         x         x           Ann         R7         Fisheries/Ecological Services         x         x         x           Leisa         R7         B&F         x         x         x           Tracy         R7         NWRS         R         x         x           Steve         R7         Fisheries         B         x         x           Debora         R7         ABA         x         x         x         x           Stephanie         R7         MBSP         x         x         x         x	Susan         R7         NWRS         x         R           Karie         R7         Office of Subsistence         x         x           Ann         R7         Fisheries/Ecological Services         x         x         x           Leisa         R7         B&F         x         x         x           Tracy         R7         NWRS         R         x         x           Steve         R7         Fisheries         B         x         x           Debora         R7         ABA         x         x         x         x           Stephanie         R7         NWRS         B         Maribel         R7         MBSP         x         x         x

Cognos Co	st & Perforn	nance	Software				·			
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	Region 8							
Castleberry	Dan	R8	Fisheries	х				
Clarke	Robert	R8	Fisheries		х			
Deery	Toni	R8	RDs Office	x	х	х		
Flaherty	Robyn	R8	NWRS		R			
Fris	Michael	R8	ES Program	х				
Hoffman	Nancy	R8	NWRS		R		х	
McCabe	Tom	R8	MBSP/Partners	х	R			
Rappahahn	Sam	R8	NWRS	х	х	х		
Rodriguez	Dara	R8	Ecological Services	x	х	х		
Vriens	Tracey	R8	MBSP		х			
Walsworth	Dan	R8	NWRS	х				

Cognos Co	st & Perforn		Software		(		o i toquooto		
_	as of Augus				Application for	or which acce	ess is required	d	
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Lice	ensees by Regi	ons & Pr	ograms	Business Author/ Analysis Studio	Enterprise Planning	tbd			
				x = licensed by C for EP, P Pendin			= program purcha t	sed, B = backup	
	WO Director's O	ffice							
Hall	Dale K	WO	Director's Office			x			
Stansell	Kenneth	WO	Director's Office			х			
Weimer	Mike	WO	Director's Office			x			
	WO SciADv		ı						
Ashe	Dan	WO	Science Advisor			x			
Morgenweck	Ralph	WO	Science Advisor			х			
	WO BMO								
Vacant - vice Davis-Whitford		WO	BMO Finance	х					
Vacant - vice Brewer		WO	BMO Finance - Denver	x					
Stover	Mark	WO	BMO AD Office	х	х	х			
Thompson	Denise	WO	BMO AD Office	х	х	х			
	WO IRTM								
Vacant - vice Rundgren		WO	IRTM AD Office		х				
Mentore-Smith	Норе	WO	IRTM AD Office	х		х			

		FW	S Cognos Softv	vare Licens	e Holders (	and Licens	e Requests	s)	
Cognos Co	ost & Perforn	nance	Software						
Licensing	- as of Augu	st 18, 2	2008		Application for	or which acce	ess is required	d	
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Lic	ensees by Regi	ons & Pr	rograms	Business Author/ Analysis Studio	Enterprise Planning	tbd			
					CPM, R = NWRS I g= license issued		= program purcha t	sed, B = backup	
	WO BPHR								
Blaeuer	Joe	WO	ВРНС НС		х				
Gillespie	Laurie	WO	ВРНС НС			x			
Gleeson	Phillip	WO	BPHC DB	х					
Hayes	Joyce	WO	ВРНС НС		В				
Hopkins	Martha	WO	BPHC AD Office	х	х	x			
Vacant - vice Jefferson		WO	BPHC DB	х					
Senft	Bonnie	WO	BPHC HC			x			
Smith	Jesseka	WO	ВРНС НС			х			
Symmes	Peter	WO	BPHC HC		В				
Carroll	Lewis	WO	BPHC DB	х					

Х

WO

BPHC DB

Holland

Colleen

Cognos Co	st & Perforn	nance	Software							
Licensing -	as of Augus	st 18, 2	8008		Application for	or which acce	ess is required	k		
Last Name	First Name	Region \WO	Program/ Office	Enter/ Review Performance View/analyze Cost and Performance Performance Operational Plan Plan  Enter/ Review Perfuges Purchased Analysis Studio (NWRS HQ Purchase of 20 Other Plan Plan Plan Plan Plan Plan Plan Plan						
Licensees by Regions & Programs				Business Author/ Analysis Studio	Enterprise Planning	tbd				

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	WO BPHR - D	CPM						
East=- Fausnaugh	Kathryn	WO	BPHC DCPM	x				
Fearn	Brad	WO	BPHC DCPM	х	х	х		
Howze	Kim	WO	BPHC DCPM	х	В			
Lu	Joyce	WO	BPHC DCPM	х				
O'Brien	Kevin	WO	BPHC DCPM	х	В	х		
Orzechowski	Ryan	WO	BPHC DCPM	х				
Shears	Kristin	WO	BPHC DCPM	х	В	х		
Tynan	Kathy	WO	BPHC DCPM	х	х	х		
Zara	Al	WO	BPHC DCPM	х	х	х		
Zorich	Nate	WO	BPHC DCPM	х	В			

			S Cognos Softv	vare Licens	e Holders (	and Licens	e Requests	5)				
Cognos Co	ost & Perforn	nance	Software									
Licensing -	- as of Augu	st 18, 2	2008		Application for	or which acce	ess is required	d				
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Lic	ensees by Regi	ons & Pr	rograms		Planning		= program purcha t	sed, B = backup				
WO ES												
Arroyo	Bryan	WO	ES AD Office	х		х						
BalisLarsen	Martha	WO	ES	х	х	х						
Franz	Michael	WO	ES		В							
Herda	Dorothy	WO	ES	x	В							
Vacant - vice Scully		WO	ES	х								
	WO EA											
Chase	Steve	WO	NCTC	x	х	х						
Christensen	Karin	WO	NCTC	х	В							
Eustis	Christine	WO	EA			х						
Stevens	Beth	WO	EA			х						
Tracy	Anne	WO	EA	x	х							
Willis	Jim	WO	NCTC Director's Office	х	В	х						

Cognos Co	st & Perforn	nance	Software				-			
Licensing -	as of Augus	st 18, 2	8008		Application for	or which acce	ess is required	k		
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Lice	ensees by Region	ograms	Business Author/ Analysis Studio	Enterprise Planning	tbd					

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						, ,,		
	WO FHC							
Amrani	Cheryl	WO	FHC AD Office		х	x		
Batky	Bob	WO	FHC AD Office	х	В	х		
Cooper	John	WO	FHC OPO	х	х			
Coppola	Art	WO	FHC NFHS	х	В			
Ellis	Sue	WO	FHC EC	х	В			
Eversen	Michelle	WO/FO	FHC Partners / MD ES Field Office					х
Gordon	David	WO	FHC Partners		х			х
Hogan	Dan	WO	FHC					х
Jackson	Julie	WO	FHC AD Office	х	х	х		
Lawton	Eric	WO	FHC FWMA	х	х			
Lee	Nancy	WO	FHC PP		х			
Lydick	Christina	WO	FHC EC	х	В			
Mahady	Jean	WO	FHC OPO			x		
Masson	Greg	WO	FHC EC	х	х			
McCandless	Tamara	WO	FHC Partners	х	В			

•	st & Perforn as of Augus			Application for which access is required						
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	ensees by Region		Business Author/ Analysis Studio	Enterprise Planning	tbd	,	,			
			,	CPM, R = NWRS I g= license issued	•	= program purcha t	sed, B = backup			
Mills	JoAnn	WO	FHC NWI	х	x					
Murray	Kathleen	WO	FHC		В					
Pos	Robert	WO	FHC NFHS	х	х					

Cognos Co	st & Perforn		Software		(			,		
_	as of Augus			Application for which access is required						
Last Name	First Name	Region \WO	Program/ Office	View/analyze Cost and Performance Data	Enter/ Review Performance Data (targets & actuals) - Operational Plan	Enter/Review SES Performance Plan	Refuges Report Viewer (8 provided by DCPM)	Refuges Purchased Analysis Studio (NWRS HQ Purchase of 20 in 6/06)	Other/Temp License	
Lic	ensees by Regio	ograms	Business Author/ Analysis Studio	Enterprise Planning	tbd					
						HQ purchased, P pending paymen	= program purcha t	sed, B = backup		
	WO FA									
Bennett	Lori	WO	Federal Assist			х				
Gould	Rowan	WO	Federal Assist			х				
Grieco	Mary	WO	Federal Assist	х						
Kuczak	Christy	WO	Federal Assist	х	х					
Lee	Stephen	WO	Federal Assist		В					
	WO IA	•								
Callahan	Rebecca	WO	IA	х	В	x				
Saito	Teiko	WO	IA			x				
Robinson	Holly	WO	IA	x	х					
	WO LE	•	•							
Gun Shows	Marlene	WO	LE	х	В					
Pieters	Circee	WO	LE	х	х	х				
Shorter	Denise	WO	LE	х	В					

Cognos Cos	Software				-				
Licensing -	800		Application for which access is required						
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	WO NWRS									
Caldwell	Nathan	WO	NWRS		R		R			
Donahoe	Jeff	WO	NWRS			х				
Kishpaugh	Amy	WO	NIFC	P						
Krauss	Gary	WO	NWRS	х	R					
Kurth	Jim	WO	NWRS AD Office			х				
LaRouche	Genevieve	WO	NWRS	х	R					
Lusk	Michael	WO	NWRS		R		R			
Marino	Eugene	WO	NWRS		R		R			
Moore	Deborah	WO	NWRS		R		R			
Robinson	David	WO	NWRS	P						
Sumeriski	Deborah	WO	NWRS	P	В					
Williams	Larry	WO	NWRS	х	В					
Williams	Robert	WO	NWRS	P						
Winship	Kathy	WO	NIFC	P						

Cognos Cos									
Licensing -	as of Augus	<u>st 18, 2</u>	2008		Application for	or which acce	ess is required	d l	
Last Name	First Name	Region \WO	Program/ Office	View/analyze Cost and Performance Data	Enter/ Review Performance Data (targets & actuals) - Operational Plan	Enter/Review SES Performance Plan	Refuges Report Viewer (8 provided by DCPM)	Refuges Purchased Analysis Studio (NWRS HQ Purchase of 20 in 6/06)	Other/Temp License
Licensees by Regions & Programs				Business Author/ Analysis Studio	Enterprise Planning	tbd			

x = licensed by CPM, R = NWRS HQ purchased, P = program purchased, B = backup for EP, P Pending= license issued pending payment

	WO MB							
Allen	Debra	WO	MigBirds	х	В			
Barton	Steve	WO	MigBirds			х		
Blohm	Robert	WO	MigBirds	х	В			
DeLaughter	Lynn	WO	MigBirds		х			
Foulks	Guy	WO	MigBirds		х			
Johnson	Mike J.	WO	MigBirds	x	В			
Matthes	Pam	WO	Wildlife/Sport Fish AD Office			х		
Minor	Nancy	WO	MigBirds	x	В			
Mixon	Sheldon	WO	MigBirds		В			
Schmidt	Paul	WO	MigBirds			х		